



Neuroinclusive Hiring Practices – Reference Guide

Job advertisements

Use inclusive language in job ads such as -

"We welcome applicants from all backgrounds."

"Candidates of all abilities are encouraged to apply."

"We are committed to creating a diverse and inclusive workplace."

"We value candidates with a variety of perspectives and experiences."

"We encourage individuals from underrepresented communities to apply."

"We are an equal opportunity employer."

"Applicants of all ages, genders, and ethnicities are welcome."

"We strive to build a team that reflects the diversity of our community."

"We embrace candidates with diverse backgrounds, including neurodiversity."

"We believe that diversity strengthens our team and fosters innovation."

"We are dedicated to creating an environment where everyone feels valued and respected."

"We encourage applications from LGBTQ+ individuals."

"We are committed to providing reasonable accommodations for applicants with disabilities."

"We welcome candidates with diverse educational and professional experiences."

"We value diversity in all its forms and are committed to equity in our hiring process."

Neuroinclusive Interviews

Provide alternative communication methods during interviews.

1. Offering video interviews as an alternative to in-person interviews for candidates who may find traditional interviews challenging.
2. Providing written interview questions in advance to allow candidates time to prepare their responses, particularly beneficial for neurodiverse individuals who may prefer structured communication.
3. Allowing candidates to choose their preferred communication method for interviews, such as email, phone, or video call, to accommodate different communication preferences.
4. Offering the option for candidates to bring a support person or advocate to the interview to assist with communication if needed.
5. Utilising assistive communication devices or software, such as speech-to-text or text-to-speech technology, to facilitate communication during interviews for candidates with disabilities.
6. Implementing a panel interview format where multiple interviewers are present, allowing candidates to interact with different individuals and adapt to different communication styles.
7. Providing clear instructions and expectations for the interview process in advance, including details about the format and any accommodations available.
8. Allowing candidates to provide responses in alternative formats, such as written responses or recorded video responses if they prefer not to communicate verbally during the interview.
9. Creating a relaxed and supportive interview environment to help alleviate anxiety or communication barriers for candidates.
10. Being patient and allowing extra time for candidates to express themselves during the interview, particularly if they have difficulty with verbal communication.
11. Conduct skills-based assessments rather than relying solely on interviews.
12. Ensure accessibility in recruitment materials and processes.